



U.S. Citizenship and Immigration Services



Enterprise Services Directorate

E-Verify Overview

USCIS National Immigration Conference

May 2015

What is E-Verify?

- Electronically verifies the employment eligibility of
 - Newly hired employees
 - Certain existing employees of covered federal contractors
- Free web-based service
- Fast and easy to use
- Partnership between the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA)



How does E-Verify work?

START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** verify which documents they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (Employers must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before completing it in full.)

Last Name (Family Name) _____ First Name (Given Name) _____ Middle Initial _____ Other Name (Last of First) _____

Address (Street Number and Name) _____ Apt. Number _____ City or Town _____ State _____ Zip Code _____

Date of Birth (month/year) _____ U.S. Social Security Number _____ Email Address _____ Telephone Number _____

I am aware that federal law prohibits employers and their agents from false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

☐ A citizen of the United States.

☐ A non-citizen national of the United States (See instructions).

☐ A lawful permanent resident (Alien Registration Number/USCIS Number) _____

☐ An alien authorized to work with expiration date, if applicable, (month/year) _____. Some aliens may write "N/A" in this field. (See instructions).

For aliens authorized to work, provide your Alien Registration Number/USCIS Number OR Form I-94 Admission Number:

1. Alien Registration Number/USCIS Number: _____

OR

2. Form I-94 Admission Number: _____

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: _____

Country of Issuance: _____

Some aliens may write "N/A" in the Foreign Passport Number and Country of Issuance fields. (See instructions).

Signature of Employee _____ Date (month/year) _____

Preparer and/or Translator Certification (To be completed and signed if Section 1 is prepared by a person other than the employee.)

I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator _____ Date (month/year) _____

Last Name (Family Name) _____ First Name (Given Name) _____

Address (Street Number and Name) _____ City or Town _____ State _____ Zip Code _____

Signature of Employer or Authorized Representative _____ Date (month/year) _____ Title of Employer or Authorized Representative _____

Last Name (Family Name) _____ First Name (Given Name) _____ Employee's Business or Organization Name _____

Employee's Business or Organization Address (Street Number and Name) _____ City or Town _____ State _____ Zip Code _____

Section 3. Reverification and Rehire (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) Last Name (Family Name) _____ First Name (Given Name) _____ Middle Initial _____ B. Date of Rehire (if applicable) (month/year) _____

C. If employer's previous grant of employment authorization has expired, provide the information for the document from List A to List C. See employee's previous grant of employment authorization for the appropriate document.

Document Title _____ Document Number _____ Expiration Date (if applicable) (month/year) _____

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative _____ Date (month/year) _____ First Name of Employer or Authorized Representative _____



**Employment
Authorized**

SSA TNC

**DHS
Verification
in Process**



**U.S. Citizenship
and Immigration
Services**

E-Verify Overview

April 2015

3

Form I-9 and E-Verify

- From Section 1 of Form I-9, the employer enters the employee's citizenship or immigration status
 - A citizen of the United States,
 - A noncitizen national of the United States,
 - A lawful permanent resident, or
 - An alien authorized to work
- From Section 2 of Form I-9, the employer indicates which document(s) the employee provided
 - List A document
 - Or
 - List B and List C documents



Form I-9 and E-Verify

- After the employer indicates the documents provided, the employer enters the following data from Form I-9
 - Last Name
 - First Name
 - Date of Birth
 - Social Security number
 - Hire Date
 - Document expiration date



E-Verify Photo Matching


- Allows employers to match the photo on a document to the photo that DHS has on file for that employee
 - Employment Authorization Document (Form I-766)
 - Permanent Resident Card, AKA “green card”(Form I-551)
 - U.S. Passport or Passport Card
- Employer cannot specifically request one of these documents
- Photo Match helps detect document fraud

Enter Form I-9 Information Verification Results Close Case

Photo Matching

Does the photo below match the photo on the Unexpired U.S. Passport or U.S. Passport Card provided by the employee?
Select yes or no and click **Continue** ?

NOTE: If 'No Photo on this Document' appears below, select yes and click **Continue** ?



[Click to Enlarge](#)

☐ Yes
☐ No

Continue



What is a Tentative Nonconfirmation (TNC)?

A TNC means that information from an employee's Form I-9 did not match government databases.

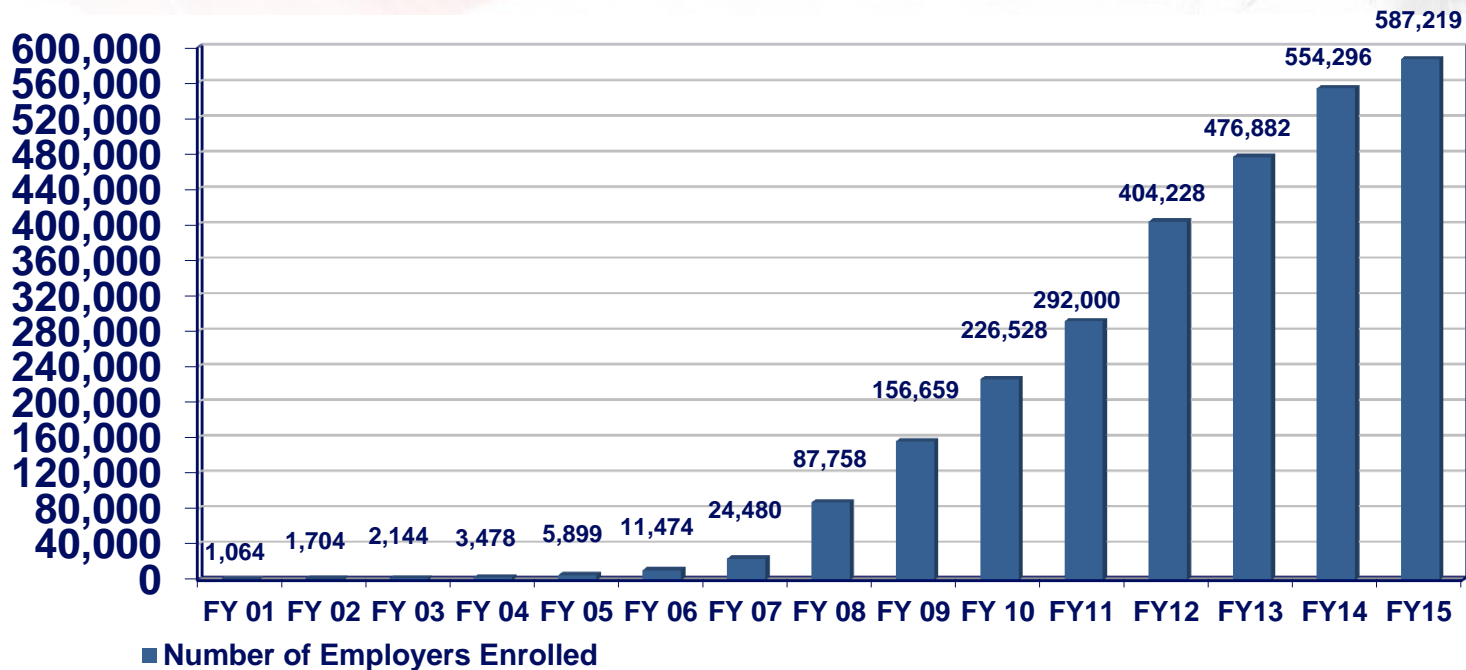
Note: It may not mean an employee is unauthorized to work. There are legitimate reasons why an employee may receive this result.

Common reasons for TNCs:

- Social Security number (SSN) does not match
- Identification document could not be verified
- Citizenship or immigration status changed
- Name change was not reported
- Name entered on I-9 is different than recorded in government databases
- Information was not entered correctly in E-Verify



E-Verify Statistics



- More than 28 million cases created in FY 2014
- As of April 3, 2015, more than 14.6 million cases created in FY15
- Employers in every industry, state and U.S. territory use E-Verify





FY 2014 E-Verify Enhancements

- Launched Fraud Alert, the ability to lock Social Security numbers that are potentially being used fraudulently.
- Launched a new telephony system to improve the E-Verify customer experience.
- Developed Duplicate Case Alert, a feature to notify users of duplicate cases. This feature was suggested by users.
- Developed a new Final Nonconfirmation (FNC) review process.
- Launched a Business Process Reengineering (BPR) effort to capture, analyze and prioritize business needs. The findings will support the Verification Modernization effort.



FY 2015 E-Verify Enhancements

- Launched an E-Verify twitter handle, [Twitter.com/EVerify](https://twitter.com/EVerify), in January 2015.
- Retired E-Verify records in January 2015 to comply with National Archives and Records Administration (NARA) schedules.
- Launched myE-Verify, a feature that allows users to lock their Social Security number in E-Verify after creating an account. The myE-Verify feature became available nationwide on April 12, 2015.



FY 2015 Planned E-Verify Enhancements

- Publish the proposed FNC review process in the *Federal Register* for public comment (Q3 FY 2015).
- Complete the development of a Mobile E-Verify application for release in FY 2016 (Q4 FY 2015).
- Launch additional features in myE-Verify allowing employees to check the status of their E-Verify case and run reports that provide a case history on the use of their Social Security number in E-Verify (Q4 FY 2015).
- Award contracts for Verification Modernization, which will include upgrades to the Verification Information System (VIS) technology and architecture (Q4 FY 2015).





About this Presentation

- Author: USCIS OLA
- Date of last revision: May 11, 2015
- This presentation is current only as of the date of last revision.
- This presentation contains no sensitive Personally Identifiable Information (PII).
- Any references in documents or text, with the exception of case law, relate to fictitious individuals.





Disclaimer

- This training module is intended solely for informational purposes. It is not intended to, does not, and may not be relied upon to create or confer any right(s) or benefit(s), substantive or procedural, enforceable at law by any individual or other party in benefit applications before USCIS, in removal proceedings, in litigation with the United States, or in any other form or manner. This training module does not have the force of law, or of a DHS directive.

